

Criminal Investigator

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Professional Responsibility

Summary

As our nation navigates the COVID-19 pandemic, CBP is committed to delivering our mission to safeguard America's borders and enable legitimate trade and travel. Staffing mission critical positions remains a high priority. Be reassured that **CBP is still hiring**, despite potential hiring process step delays due to restrictions to in-person activities.

Overview

Hiring complete

Open & closing dates

🕒 05/24/2022 to 05/26/2022

This job will close when we have received **500 applications** which may be sooner than the closing date. [Learn more](https://www.usajobs.gov/Help/how-to/job-announcement/closing-types/#applicant-cut-off)
(<https://www.usajobs.gov/Help/how-to/job-announcement/closing-types/#applicant-cut-off>).

Salary

\$79,363 - \$122,683 per year

Pay scale & grade

GS 12 - 13

Location

40 vacancies in the following location:

Location Negotiable After Selection, United States

40 vacancies

Remote job

No

Telework eligible

Yes—as determined by the agency policy.

Travel Required

50% or less - You may be expected to travel for this position.

Relocation expenses reimbursed

No

Appointment type

Permanent

Work schedule

Full-time

Service

Competitive

Promotion potential

13

Job family (Series)

[1811 Criminal Investigation](#)
([/Search/Results?j=1811](#)).

Supervisory status

No

Security clearance

[Top Secret](#)
([/Help/faq/job-announcement/security-clearances/](#)).

Drug test

Yes

Announcement number

OPR-SMP-11503025-RJS

Control number

655636300

This job is open to

**Career transition (CTAP, ICTAP, RPL)**

Federal employees who meet the definition of a "surplus" or "displaced" employee.

**Family of overseas employees**

Family members of a federal employee or uniformed service member who is or was, working overseas.

**Federal employees - Competitive service**

Current or former competitive service federal employees.

**Federal employees - Excepted service**

Current excepted service federal employees.

**Individuals with disabilities****Land & base management**

Certain current or former term or temporary federal employees of a land or base management agency.

**Military spouses****Peace Corps & AmeriCorps Vista****Special authorities**

Individuals eligible under a special authority not listed above, but defined in the federal hiring regulations.



Clarification from the agency

Current Federal employees with competitive status; Current and former Federal employees who meet the established criteria in an Office of Personnel Management Interchange Agreement; Current and former Federal employees with reinstatement eligibility; Individuals who are eligible under Veterans Employment Opportunity Act (VEOA); Individuals who are eligible under a noncompetitive special hiring authority.

Duties

Limiting Number of Applicants: It is recommended that you apply as soon as possible in order to receive consideration as this announcement will close on 6/2/2022 at 11:59 p.m. ET or on the day we receive 500 applicants (whichever comes first.)

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Professional Responsibility, Investigative Operations Division.

The positions may be filled in the following locations: Washington, DC; Seattle, WA; New York, NY; Buffalo, NY; Champlain, NY; Bangor, ME; Miami, FL; Detroit, MI; Indianapolis, IN; Los Angeles, CA ; San Francisco, CA and San Juan, PR.

Law enforcement positions are expected to report to their duty station on a daily basis. However, due to COVID-19, some positions in CBP are currently in an expanded telework posture. If selected, and you are given an entrance on duty date you will be provided additional information on the reporting requirements of your position.

The purpose of this position is to apply investigative knowledge, skills, and abilities to a variety of complex and sensitive criminal, civil, and administrative investigations concerning alleged violations of the United States Code, and/or department and agency policies, procedures, and directives by CBP employees and related entities. The mission of CBP OPR is to maintain the highest standards of honesty, integrity, suitability, and security of the CBP workforce.

This position starts at a salary of \$79,363.00 (GS-12, Step 1) to \$122,683.00 (GS-13, Step 10) with promotion potential to \$122,683 (GS-13 Step 10). In this position, you will be performing the below duties:

- Coordinating and completing highly complex, difficult and sensitive criminal, civil, and administrative investigations involving alleged misconduct, criminal activity, and/or corruption by CBP employees and related entities;
- Employing all of the agency's authorities and capabilities in support of criminal, corruption, misconduct, counter-terrorism and counter-intelligence investigations/programs directly affecting national security and agency integrity;
- Conducting investigations of major inter-regional dimensions, having national or international implications; and Investigating individuals, businesses, employees, and criminal organizations that represent a significant threat to the United States national security through the

corruption, or attempted corruption, of CBP personnel and programs, to include foreign intelligence organizations and terrorist groups seeking to compromise CBP personnel;

- Gathering and analyzing vital information, facts, evidence, and intelligence from a variety of sources including law enforcement and CBP specific databases, and through interviewing subject and witness employees; and
- Providing briefings to agency components and other law enforcement entities on topics including, but not limited to, Anti-Corruption and Counterintelligence and as a means of prevention and encouraging prompt reporting.

Requirements

Conditions of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for at least three of the last five years (additional details below)
- You may be required to pass a background investigation and/or polygraph
- CBP follows the DHS Drug-Free Workplace Plan for drug testing procedures
- As an employee of CBP, you will be joining a workforce that is dedicated to accomplishing our mission while maintaining the trust of our Nation by strictly adhering to all government ethics standards. Your conduct will be subject to the ethics rules applicable to all Executive Branch employees, and to CBP employees specifically, as well as the criminal conflict of interest statutes. Once you enter on duty, these rules include obtaining approval for outside employment or business activity, to ensure such employment or business activity is not prohibited and does not interfere or conflict with performance of your official duties. Please review further details via the following [link](https://www.cbp.gov/about/ethics-standards-conduct).
(<https://www.cbp.gov/about/ethics-standards-conduct>.)
- **COVID-19 Vaccination Requirement:** To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement Safer Federal Workforce Task Force 2 pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a Federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.
- **Age Requirement:** The day immediately preceding an individual's 37th birthday will be the last day to be referred for selection consideration. However, the age restriction may not apply if you are a preference-eligible veteran or if you are currently serving or have previously served in a federal civilian law enforcement position covered by 5 U.S.C. § 8336(c) or 5 U.S.C. § 8412(d).

Qualifications

Experience: You qualify for the GS-12 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Conducting criminal investigations on business and criminal organizations that represent a threat to U.S national security;
- Drafting and executing search and arrest warrants, conducting arrests;
- Gathering and analyzing facts, evidence and intelligence through interviews and interrogations and law enforcement databases; and
- Preparing and presenting detailed reports of investigations and results in a timely manner.

Experience: You qualify for the GS-13 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Conducting criminal investigations on employees and/or associated individuals who are suspected of misconduct, corruption, extortion and other violations affecting national security;
- Serving as an undercover agent or case agent in authorized undercover operations of employees and/or associated individuals;
- Preparing detailed reports of investigations and briefings regarding ongoing investigations to agency management, U.S. Attorney's Office and/or local District Attorney's Office; and
- Drafting and executing search and arrest warrants; subpoenas; electronic surveillance orders and affidavits.

NOTE: Your resume must explicitly indicate how you meet this requirement, otherwise you will be found ineligible. Please see the "Required Documents" section below for additional resume requirements.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 06/02/2022.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For additional information, review the following links: [Background investigation](https://www.cbp.gov/careers/car/bi) (<https://www.cbp.gov/careers/car/bi>) and the [e-QIP process](#)

<https://www.cbp.gov/careers/car/e-qip>.

Medical Examination: Individuals must meet the established medical standards and/or physical requirement for the position, proving they are medically and physically capable of performing the essential job functions and duties of the position safely and efficiently. A medical examination will be conducted. Any disease or condition that may potentially interfere with the safe and efficient performance of the job's duties or training may constitute grounds for medical disqualification. Medical qualification determinations will be made on a case-by-case basis. If additional medical information is recommended beyond that provided at the pre-employment examination, it is provided at the expense of the tentative selectee.

Firearms Requirement: You will be required to carry a firearm and maintain firearm proficiency. This position requires that the incumbent meet initial and continuing qualifications in the use of firearms as outlined in the Gun Control Act of 1968, amended by the Lautenberg Amendment of 1996. An applicant whose background includes any of the following will be ineligible for consideration: 1) convicted of a crime punishable by imprisonment exceeding one year; 2) has any outstanding warrants or is a fugitive from justice; 3) unlawful user of or addicted to any controlled substance; 4) adjudicated as a mental defective or has been committed to a mental institution; 5) illegally or unlawfully in the United States; 6) renounced U. S. citizenship; 7) subject to a court-ordered restraining (protection) order from harassing, stalking, or threatening an intimate partner (spouse, former spouse, parent of applicant's child, individual who cohabitates or has cohabitated with the applicant), or child; or 8) convicted under Federal, State, or Tribal Court of a misdemeanor crime of domestic violence against an intimate partner or child.

Polygraph Examination: The Criminal Investigator position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](https://www.cbp.gov/careers/car/poly) <https://www.cbp.gov/careers/car/poly>.

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

Drug Testing: This job has been identified as "testing designated" under our Drug-Free Workplace Program. Therefore, you must satisfactorily complete a drug test prior to being hired. The agency will schedule, provide and pay for the drug test. Once on board, you will be subject to random drug testing.

Residency: There is a residency requirement for all applicants not currently employed by CBP. Individuals are required to have physically resided in the United States or its protectorates (as declared under international law) for at least three of the last five years. If you do not meet the residency requirement and you have been physically located in a foreign location for more than two of the last five years, you may request an exception to determine if you are eligible for a residency waiver by meeting one or more of the following conditions:

- Working for the U.S. Government as a federal civilian or as a member of the military
- A dependent who was authorized to accompany a federal civilian or member of the military who was working for the U.S. government
- Participation in a study abroad program sponsored by a U.S. affiliated college or university
- Working as a contractor, intern, consultant or volunteer supporting the U.S. government

Probationary Period: All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment. Current and former federal employees may be required to serve or complete a probationary period.

Education

Criminal Investigator Training Program: Criminal Investigators must complete an initial course of basic training, specifically the Criminal Investigator Training Program (CITP) at the Federal Law Enforcement Training Center, Glynco, Georgia, or an Office of Professional Responsibility (OPR) approved equivalent course of instruction and the OPR Special Agent Training Program at the Customs and Border Protection Advanced Training Center, Harpers Ferry, West Virginia, as well as additional training throughout their careers. Both basic and advanced training programs are designed to prepare law enforcement personnel with the skills, aptitudes, and competencies required to serve as a Criminal Investigator.

Additional information

Bargaining Unit: This position is not covered under the bargaining unit.

Motor Vehicle Operation: You must have a valid automobile driver's license at the time of appointment.

Mobility Agreement: Selectee(s) will be subject to a mobility agreement.

Security Clearance: You may be required to obtain a Top Secret clearance for this position.

Writing Sample: A writing sample may be requested.

Financial Disclosure is required.

Law Enforcement Availability Pay (LEAP): As a law enforcement officer you will be required to work on an unscheduled basis in excess of the 40-hour work week. These positions require substantial overtime to include holidays, weekends and nights. You must be readily accessible to perform this unscheduled work. To ensure your availability, you will receive extra compensation in the form of Law Enforcement Availability Pay, which is calculated at a flat rate of 25 percent of base salary.

Federal Law Enforcement Retirement Coverage 12(d): Criminal Investigators are covered under the provisions of both the Civil Service Retirement System (CSRS) 6 (c) or the Federal Employees Retirement System and 5 U.S.C. § 8412(d). Employees covered by either retirement system that reach age 50 or over with at least 20 years of service as a law enforcement officer are eligible for law enforcement retirement. In addition, employees covered by FERS (all new hires to the Federal government) are eligible for law enforcement retirement at any age with at least 25 years of service as a law enforcement officer. Finally, employees who reach age 57 with at least 20 years of service as law enforcement officers are subject to mandatory retirement under both retirement systems. If you are a preference eligible veteran additional opportunities may be available to you; you may find additional information at the following website: <http://www.opm.gov/staffingPortal/Vetguide.asp> (<http://www.opm.gov/staffingPortal/Vetguide.asp>).

Telework may be available on a regular recurring or situational basis.

Special Appointing Authority: See "THIS JOB IS OPEN TO" section for what Special Appointing Authorities may apply. Veterans, military spouses, Peace Corps/VISTA volunteers, and people with disabilities possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility and to understand what documentation would be required with your application, please click on the appropriate link below. You must provide documentation supporting your eligibility prior to the closing date of this announcement. If you have any questions regarding your eligibility, please contact the CBP Hiring Center via the contact information listed at the end of this job opportunity announcement.

- **[Veterans](#)**

(<https://www.fedshirevets.gov/job-seekers/veterans/>)

- **[Military spouses](#)**

(<https://www.fedshirevets.gov/job-seekers/spouses-of-active-duty-military-members/#content>)

Effective until August 12, 2023, any spouse of a member on active duty may be eligible

- **[Individuals with Disabilities](#)**

(<http://www.opm.gov/policy-data-oversight/disability-employment>)

The proof of disability documentation must specify that you are eligible to apply using Schedule A. It does NOT need to detail your specific disability, medical history or need for accommodation. For more information visit [this link](#)

(<https://www.opm.gov/policy-data-oversight/disability-employment/getting-a-job/#url=Schedule-A-Hiring-Authority>)

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- **[Peace Corps](#)**

(<http://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>)

and **[VISTA](#)**

(<http://www.vistacampus.gov/after-vista/career>)

- **[O](#)**

(<http://www.opm.gov/policy-data-oversight/hiring-information/hiring-authorities>)

[ther miscellaneous hiring authorities](#)

(<http://www.opm.gov/policy-data-oversight/hiring-information/hiring-authorities>)

Positions with known promotion potential do not guarantee promotion, nor is the promise of promotion implied.

Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits](#)

(<https://www.usajobs.gov/Help/working-in-government/benefits/>)

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[Review our benefits](#)

(<https://www.dhs.gov/homeland-security-careers/benefits>)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

You will only be considered for the Eligibilities for which you claim in the job questionnaire AND you must provide the supporting documentation. You will not be considered for Eligibilities for which you did not claim, regardless of the documentation submitted with the application. We will review your [resume](#) and supporting documentation to ensure you meet the minimum qualification requirements. In addition to meeting the minimum qualifications, candidates will be required to successfully complete a multi-phase assessment process.

Your final rating will be based on your cumulative score from the Career Experience Record (self-assessment), Logical Reasoning Test and Writing Skills Test. All candidates will be contacted directly to complete the proctored exam at a testing center.

Candidates that fail to complete the assessment will be removed from consideration. This assessment requires that candidates meet a minimum proficiency and receive a passing score to be considered for the position.

The competencies or knowledge, skills, and abilities needed to perform this job are:

- Skill in applying theories, concepts, principles, practices, investigative methods, procedures, and techniques, including constitutional, statutory, and international laws
- Knowledge of the rules of evidence, criminal procedures, and court decisions concerning admissibility of evidence, constitutional rights, search and seizure, apprehension and detention of suspects, and related investigative and law enforcement matters
- Knowledge of federal and state laws regarding the use of force

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. Preview the job questionnaire

<https://apply.usastaffing.gov/ViewQuestionnaire/11503025>

Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) Eligibles: If you have never worked for the federal government, you are not CTAP/ICTAP eligible. View information about [CTAP/ICTAP eligibility](#) on OPM's Career Transition Resources website. To be considered well qualified under CTAP/ICTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed under the Required Documents section of this announcement.

Required Documents

- Your [resume](#)
(<https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/>).

: A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. A resume in English is required. It must contain your full legal name, address, phone number, complete work history including a detailed description of your duties, the dates you performed those duties (MM/DD/YY), your hours worked per week, job title, as well as series, grade, and salary (if applicable). For additional required items, see the link. *Note- It is recommended that you upload your resume as a PDF instead of a Word document to ensure document quality.

- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/11503025>
(<https://apply.usastaffing.gov/ViewQuestionnaire/11503025>)
- **Are you a current or former federal employee?** ALL CURRENT AND FORMER FEDERAL EMPLOYEES MUST SUBMIT THE MOST RECENT COPY OF THEIR SF-50 (Notification of Personnel Action) showing competitive status: Tenure 1 or 2 in Block 24 and Position Occupied 1 in Block 34. Additionally, applicants should also submit a SF-50 reflecting the highest grade held on a permanent basis in the competitive service or the full performance level of your current position, whichever is higher, AND a SF-50 to support having met the time-in-grade requirement of having served 52 weeks at the grade level (or equivalent) below the grade level(s) for this position. Current CBP Employees are encouraged, but not required, to submit an SF-50(s) for CBP experience; however, additional SF-50(s) are required when using federal experience outside of CBP to receive credit towards the requirements above. Examples of appropriate SF-50s include promotions, within-grade increases and accessions.
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a copy of your recent performance rating; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Special Appointing Authority:** See "Additional Information" section to determine what documentation you need to submit as proof of eligibility for a Special Appointing Authority.
- **Are you a veteran?** If you are applying under a veteran appointing authority, you must submit documentation to support eligibility such as a DD-214 listing the character of service and either qualifying medal(s) or service period, a VA Disability Award letter dated 1991 or later, and/or supporting documentation as listed on the [Standard Form 15](https://www.opm.gov/forms/pdf_fill/SF15.pdf) (https://www.opm.gov/forms/pdf_fill/SF15.pdf). If you are currently serving on active duty, you must submit a written statement from the armed forces certifying your dates of service, your rank, expected character of service and anticipated date of separation. If you apply with a written statement at this stage, your preference will be verified by a DD-214 upon separation from the military. To learn more click [here](https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/veterans/) (<https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/veterans/>).
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- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education (<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

How to Apply

To begin your online application, click **"Apply Online"** to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) (http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 06/02/2022.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

Due weight will be given to performance appraisals and incentive awards in merit promotion selection decisions in accordance with 5 CFR 335.103(b)(3). DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information go to the [DHS Careers](https://www.dhs.gov/homeland-security-careers) (<https://www.dhs.gov/homeland-security-careers>).

website and select "Benefits." [Disabled veteran leave](#)

(<https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/disabled-veteran-leave/>).

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](#)

(http://dhsconnect.dhs.gov/org/comp/mgmt/dhshr/hr/Documents/JOA_Common_Definitions.pdf).

of terms in this announcement.

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](#)

(<https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content>).

, [Peace Corps](#)

(<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>).

[VISTA volunteers](#)

(<https://www.vistacampus.gov/after-vista/career>).

, and [persons with disabilities](#)

(<http://www.opm.gov/policy-data-oversight/disability-employment/>).

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

DHS uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](#)

(<https://www.e-verify.gov/>).

including your rights and responsibilities.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

Agency contact information

 CBP Hiring Center

Phone

[952-857-2932](tel:952-857-2932)

(tel:952-857-2932)

Address

Office of Professional Responsibility
Please read entire announcement

Email

CBPhiring-applicantinquiry@cbp.dhs.gov
(mailto:CBPhiring-applicantinquiry@cbp.dhs.gov)

[Learn more about this agency](#)
(#agency-modal-trigger).

Please apply online
Washington, DC 20229
US

Next steps

GS Salary: Visit [this link](#)

(<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>)

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

Salary: Salary listed reflects the rest of U.S. scale and, if applicable, will be adjusted to meet the [locality pay](#)

(<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>)

or cost of living expenses of the duty location upon selection.

COLA- For areas that have cost of living allowances (COLA) vice locality pay the appropriate COLA will be added to the General Scale Salary not the RUS charts.

Salary above excludes COLA. Please see the following link for specific COLA Rates [HR Specialist imbed link] <https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>

(<https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>)

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#)

(<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>)

. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306, Declaration for Federal Employment](#)

(http://www.opm.gov/forms/pdf_fill/OF0306.pdf)

, and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

[\(/Help/equal-employment-opportunity/\)](#)

[Financial suitability](#)

[\(/Help/working-in-government/fair-and-transparent/financial-suitability/\)](#)

[New employee probationary period](#)

[\(/Help/working-in-government/fair-and-transparent/probationary-period/\)](#)

[Privacy Act](#)

[\(/Help/working-in-government/fair-and-transparent/privacy-act/\)](#)

[Reasonable accommodation policy](#)

[\(/Help/reasonable-accommodation/\)](#)

[Selective Service](#)

[\(/Help/working-in-government/fair-and-transparent/selective-service/\)](#)

[Signature and false statements](#)

[\(/Help/working-in-government/fair-and-transparent/signature-false-statements/\)](#)

[Social security number request](#)

[\(/Help/working-in-government/fair-and-transparent/social-security-number/\)](#)